



# USAID | AFGHANISTAN

FROM THE AMERICAN PEOPLE

**SOLICITATION NUMBER: 72030618R10034**

**ISSUANCE DATE:** August 28, 2018  
**CLOSING DATE/TIME:** September 12, 2018  
(4:30PM, Kabul Time)

**SUBJECT:** Solicitation for a Cooperating Country National Personal Service Contractor (CCNPSC) – **Engineer (Electrical) FSN-11 (Multiple Vacancies)**

Dear Prospective Offerors:

The United States Government, represented by the U.S. Agency for International Development (USAID), is seeking offers from qualified persons to provide personal services under contract as described in this solicitation.

Offers must be in accordance with **Attachment 1, Sections I through V** of this solicitation. Incomplete or unsigned offers will not be considered. Offerors should retain copies of all offer materials for their records.

This solicitation in no way obligates USAID to award a PSC contract, nor does it commit USAID to pay any cost incurred in the preparation and submission of the offers.

Any questions must be directed in writing to [KblAIDHR@usaid.gov](mailto:KblAIDHR@usaid.gov).

Sincerely,

Dustin Kohls  
Contracting Officer

**I. GENERAL INFORMATION**

- 1. SOLICITATION NO.:** 72030618R10034
- 2. ISSUANCE DATE:** August 28, 2018
- 3. CLOSING DATE/TIME FOR RECEIPT OF OFFERS:** September 12, 2018  
no later than 4:30 pm Kabul time.
- 4. POSITION TITLE:** Engineer (Electrical) - (Multiple Vacancies)
- 5. MARKET VALUE:-**Equivalent to **FSN-11 (Step 1-13)**  
In accordance with **AIDAR Appendix J** and the Local Compensation Plan of US Embassy Afghanistan. Final compensation will be negotiated within the listed market value.
- 6. PERIOD OF PERFORMANCE:-**The period of performance is one year, with the possibility of extensions up to a total of five years, subject to availability of funds, satisfactory job performance and need for continued service.
- 7. PLACE OF PERFORMANCE:** **Kabul, Afghanistan.**
- 8. SECURITY LEVEL REQUIRED:** As an employment precondition, the successful applicant is required to obtain U.S Embassy Afghanistan RSO Security Clearance.
- 9. STATEMENT OF DUTIES**

**1. General Statement of Purpose of the Contract**

The basic function and purpose of this position is to enhance USAID Afghanistan's "in-house" Subject Matter Expert (SME) capability for oversight of planning, designing, and constructing high-voltage (HV) electrical transmission and distribution systems. USAID/Afghanistan's Power Transmission and Electrical Connectivity (PTEC) program has an operational budget of budget of \$725M with several high voltage and electrical transmission and distribution projects. These are currently in various phases of planning and implementation. PTEC centers on constructing much of the backbone of Afghanistan's domestic grid, expanding electricity access to the population, and improving commercial practices within the national utility, Da Afghanistan Breshna Sherkat (DABS). In addition to PTEC, USAID/Afghanistan is also engaged with other donors in regional power programs, such as the Central Asia South Asia (CASA) 1000 and Turkmenistan Uzbekistan Tajikistan Afghanistan and Pakistan (TUTAP) transmission lines. These programs are also in various phases of planning and implementation for which USAID/Afghanistan's "in-house" SME technical capacity is needed.

The incumbent will work with established Agency policies and guidance, and exercise a high and constant degree of personal initiative to provide expert technical advice to Office of Infrastructure (OI) management. The incumbent must be able to set and meet deadlines in a complex organizational structure. The incumbent must also be

able to work with a variety of actors and cultural backgrounds as well as be flexible in the face of changing circumstances.

## **2. Statement of Duties to be Performed**

- Advise USAID/Afghanistan in the development of conceptual plans and cost estimates for medium and high voltage electrical power systems, to include but not limited to: generation plants, transmission lines, substations, and distribution systems. Participate in and advise master planning processes for domestic and regional power systems. Evaluate plans and make professional recommendations concerning engineering feasibility, constructability, and overall technical effectiveness. Advise USAID/Afghanistan on conformance with applicable master plans.
- Coordinate planning with other concurrent or planned power transmission projects undertaken by other implementers, such as USACE and Asian Development Bank (ADB), to ensure resolution of technical interface issues, and optimization of design and connectivity in accordance with applicable master plans and Ministry of Energy and Water (MEW) design guidelines.
- Advise USAID/Afghanistan in the development of contract requirements pertaining to medium and high voltage electrical systems, to include but not limited to: generation plants, transmission lines, substations, and distribution systems. Review contract technical requirements developed by USAID/Afghanistan contractors and/or DABS, to include, but not limited to, specifications, schedules and equipment requirements. Advise USAID/Afghanistan on conformance of such requirements with international standards and MEW design guidelines as applicable.
- The incumbent will provide oversight over multi-million dollar projects like PTEC construction which has a budget of \$725 million, the construction of the \$104 million transmission line from Pul-e-Khumri to Chimitala and the construction of the \$40 million transmission line from Doshi to Bamyān. The incumbent will ensure that these projects are built on time, within budget and according to specifications and is required to coordinate planning with other concurrent or planned power transmission projects undertaken by other implementers, such as USACE and Asian Development Bank (ADB), to ensure resolution of technical interface issues, and optimization of design and connectivity in accordance with applicable master plans and Ministry of Energy and Water (MEW) design guidelines.
- Review and comment on contractor submittals of products, deliverables and reports pertaining to medium and high voltage electrical systems. Analyze and evaluate contractor designs and equipment submittals.
- Process contractor progress reports pertaining to medium and high voltage systems; obtain and validate contractor submitted bills-of-materials against contract technical requirements as applicable.

- Oversee or assist in the development and implementation of USAID/Afghanistan quality assurance programs to ensure conformance of work with contract requirements for engineering, design, quality, safety, and environmental requirements pertaining to medium and high voltage electrical systems.

The contractor is eligible for temporary duty (TDY) travel to the U.S., or to other Missions abroad, to participate in the "Foreign Service National" Fellowship Program, in accordance with USAID policy.

### **3. Supervisory Relationship**

The incumbent works under the overall direction of the Office of Infrastructure Director or his/her designee. The incumbent is expected to exercise initiative and work with minimum supervision.

### **4. Supervisory Controls**

None.

## **10. AREA OF CONSIDERATION:**

Cooperating Country Nationals (CCN), meaning an individual who is a cooperating country citizen or a non-cooperating country citizen lawfully admitted for permanent residence in the cooperating country.

## **11. PHYSICAL DEMANDS**

The work requested does not involve undue physical demands.

## **12. POINT OF CONTACT:-**

Any questions about this solicitation may be directed to: [KblAIDHR@usaid.gov](mailto:KblAIDHR@usaid.gov). Applications submitted to this email address will not be considered.

**Note:** No in-person appointments or telephone calls will be entertained, unless you are required to have more information about this solicitation.

## **II. MINIMUM QUALIFICATIONS REQUIRED FOR THIS POSITION**

- Education:** A Bachelor's degree in electrical engineering field is required. (Education requirement must be met at the time of application for the subject position).
- Work Experience:** A minimum of six (6) years of demonstrated technical experience in high-voltage electrical infrastructure involving transmission lines and substations is required. At least three (3) of the six (6) years of experience must have been spent in design or planning of transmission and distribution systems; the balance must have been spent in constructing or operating transmission lines and substations/distribution systems. Experience working within, or as a consultant to, a major electrical utility is required. Experience in

transmission and distribution system planning is required. (Work experience requirement must be met at the time of application for the subject position).

- c. **Language:** Level IV (Fluent) in speaking/reading English, and Level IV (Fluent) in speaking/reading of Dari and/or Pashtu is required. (English language ability will be tested).
- d. **Knowledge:** The incumbent must be able to demonstrate expertise and mastery in design of high voltage transmission lines and substations is required. Expertise in high voltage protection and control systems is required. Expertise in High Voltage Direct Current (HVDC) systems is required. The incumbent will have working knowledge of design guidelines and international standards prevailing within the specialty area in providing USAID/Afghanistan with advice on technical plans. Such guidelines and standards will include, but not be limited to: International Electro-technical Commission (IEC); Institute of Electrical and Electronics Engineers (IEEE); Ministry of Energy and Water (MEW) Design Guidelines; DABS Design Standards; Afghanistan Power Sector Master Plan (ADB).
- e. **Skills and Abilities:** The incumbent must have the ability to plan, organize, manage, and evaluate assigned activities. The incumbent must have excellent verbal communication skills, tact and diplomacy in order to establish and develop sustainable working relations and a high level of trust with senior and mid-level GoA and DABS officials and with other donor groups. Incumbent must have, good computer skills, excellent presentation, analytical and writing skills, specifically, experience in the independent analysis, interpretation, and presentation of complex data orally and in precise, accurate, clear and complete written formats before multiple international stakeholders. Incumbent must have the ability to work effectively in a team environment, and to achieve consensus on policy, program, project, activity and administrative matters.

### III. EVALUATION AND SELECTION FACTORS

- |                        |                   |
|------------------------|-------------------|
| • Work Experience      | 50 points         |
| • Knowledge            | 25 points         |
| • Skills and Abilities | 25 points         |
| Maximum Points:        | <b>100 points</b> |

After an initial application screening, the best qualified applicants will be invited for a written examination, English Proficiency Test and to an oral interview.

### IV. PRESENTING AN OFFER

13. Applicants are requested to submit a complete application package which must include all required documents (provided below) to [AFPAKjobs@usaid.gov](mailto:AFPAKjobs@usaid.gov) with a Subject line or offer submission: **Engineer (Electrical) (72030618R10034)**.

#### **REQUIRED DOCUMENTS:**

- a. **Cover memo/email text that outlines how your qualifications and experience meet the selection criteria.**

- b. Updated and signed version of Application for Employment as a Locally Employed Staff (DS-174) [https://af.usembassy.gov/wp-content/uploads/sites/268/Form\\_DS-174.doc](https://af.usembassy.gov/wp-content/uploads/sites/268/Form_DS-174.doc) (A copy of the DS-174 form can also be downloaded from ACBAR.org under this link <http://www.acbar.org/applicationform>. Applicants who are accessing this solicitation through jobs.af can download directly from the website) AND
- c. A current resume or curriculum vitae.

**IN ORDER TO HAVE YOUR APPLICATION CONSIDERED, YOU MUST SUBMIT ALL THREE REQUIRED DOCUMENTS. IF YOU OMIT ANY OF THE REQUIRED DOCUMENTS, COVER PAGE, CV OR UPDATED AND SIGNED DS-174 FORM, YOUR APPLICATION WILL NOT BE CONSIDERED.**

**Note:**

- Ø Only short-listed candidates will be notified.
- Ø This vacancy is open only to Afghan Nationals.
- Ø Applications with unsigned/old DS-174 form will not be considered.
- Ø Applications with insufficient, incomplete and inconsistent information to make a determination will not be considered.
- Ø No in-person appointments or telephone calls will be entertained.
- Ø Applications submitted as .RAR file will not be accepted by the system
- Ø Candidates who are applying for this position must fully meet the education requirement (graduated and degree and/or diploma already received) as specified. At the time of applications, candidates must also meet in full the experience requirement. There is no exception for these requirements.
- Ø Short-listed candidates will be requested to provide educational documents such as degrees, diplomas, certificates and other pertinent documents as needed. Failure to provide the required documentation will result the rejection of their application from further consideration.
- Ø The Agency retains the full right to cancel or amend the solicitation and associated actions.
- Ø Offers must be received by the closing date and time specified in **Section I, item 3.**
- Ø To ensure consideration of offers for the intended position, Offerors must prominently reference the Solicitation number in the offer submission.

**V. LIST OF REQUIRED FORMS FOR PSC HIRES**

Once the Contracting Officer (CO) informs the successful Offeror about being selected for a contract award, the CO will provide the successful Offeror instructions about how to complete and submit the following forms.

1. Pre-employment Medical History and Examination Form
2. U.S Embassy Kabul Security Certification Request
3. Appointment Affidavits Standard Form 61

## **VI. BENEFITS/ALLOWANCES**

As a matter of policy, and as appropriate, a PSC is normally authorized the following benefits and allowances:

BENEFITS and ALLOWANCES:

- a. **25% Unique Conditions of Work Allowance (UCWA)**
- b. **Defined Contribution Plan (DCF) 12% of the base salary**
- c. **Transport Shuttle Service to Female Staff Only**
- d. **Premium Pay**
- e. **Leave Benefits**
- f. **Medical Benefits**
- g. **Death and Disability Benefits**
- h. **Retirement and other end of service benefits**
- i. **Travel and TDY Benefits**

## **VII. TAXES**

Local Employee Staff (CCN) is responsible for paying local income taxes. The U.S Mission does not withhold year end local income tax payments.

## **VIII. USAID REGULATIONS, POLICIES AND CONTRACT CLAUSES PERTAINING TO PSCs**

USAID regulations and policies governing CCNPSC awards are available at these sources:

1. **USAID Acquisition Regulation (AIDAR), Appendix J**, “Direct USAID Contracts With a Cooperating Country National and with a Third Country National for Personal Services Abroad, “including **contract clause “General Provisions,”** available at [https://www.usaid.gov/sites/default/files/documents/1868/aidar\\_0.pdf](https://www.usaid.gov/sites/default/files/documents/1868/aidar_0.pdf) .
2. **Contract Cover Page form AID 309-1** available at <https://www.usaid.gov/forms> .
3. **Acquisition & Assistance Policy Directives/Contract Information Bulletins (AAPDs/CIBs)** for Personal Services Contracts with Individuals available at <http://www.usaid.gov/work-usaid/aapds-cibs>.
4. **Ethical Conduct.**-By the acceptance of a USAID personal services contract as an individual, the contractor will be acknowledging receipt of the “**Standards of Ethical Conduct for Employees of the Executive Branch**,” available from the U.S. Office of Government Ethics, in accordance with **General Provision 2** and **5 CFR 2635**.-See <https://www.oge.gov/web/oge/nsf/OGE%20Regulations>.

**EQUAL EMPLOYMENT OPPORTUNITY:** The U.S. Mission provides equal opportunity and fair and equitable treatment in employment to all people without regard to race, color, religion, sex, national origin, age, disability, political affiliation, marital status, or sexual orientation. The Department of State also strives to achieve

equal employment opportunity in all personnel operations through continuing diversity enhancement programs. The EEO complaint procedure is not available to individuals who believe they have been denied equal opportunity based upon marital status or political affiliation. Individuals with such complaints should avail themselves of the appropriate grievance procedures, remedies for prohibited personnel practices, and/or courts for relief.